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# **RACIAL EQUITY TEAM UPDATE**

Commission Briefing

March 17, 2022

# RACIAL EQUITY TEAM

## Who We Are

12 staff members from across the agency with time dedicated to this work:

- Anu Raghunathan
- Brent Plater
- Cody Aichele-Rothman
- Dan Hossfeld
- Jaclyn Mandoske
- Jessica Fain
- Katharine Pan
- Matthew Trujillo
- Michael Ng
- Nahal Ghoghaie
- Steve Goldbeck
- Yuri Jewett

## Our Role

- Develop a Racial Equity Action Plan for the agency
- Act as a sounding board for racial equity-related issues and activities



# RACIAL EQUITY ACTION PLAN



## Why do we need a plan?

- Help clarify agency-wide goals to advance racial equity
- Allow us to prioritize and think strategically over the long term
- Identify and allocate resources

## What will it do?

- Act as a roadmap to meaningful change
- Establish a vision, goals, objectives, and actions to advance racial equity at BCDC
- Outline responsibilities and a 5-year timeline for action
- Provide metrics to evaluate progress
- Align with BCDC's Strategic Plan

# PLANNING PROCESS

## ✓ Project Initiation

- Draft a work plan for the project
- Review other agency plans to benchmark where we stand
- Reach out to our coastal management partners undergoing similar processes

## ✓ Catalogue prior BCDC efforts

- Participation with Government Alliance on Racial Equity (GARE)

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 1. Marin County staff understands and is committed to achieving racial equity.					
Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	
25 partnerships with leaders of community based organizations, cities and towns in Marin County	<p>A. Marin County employees understand, are committed to, and have the infrastructure needed to advance racial equity.</p> <p>1) Racial Equity Team – Marin County will develop a racial equity team consisting of Government Alliance on Race and Equity (GARE) 2016 and 2017 Cohorts, supported by leadership and with leadership representation, which is responsible for oversight and implementation of an organization-wide Racial Equity Action Plan.</p> <p>2) Infrastructure to advance racial equity – The Racist</p>	<p>April 2017</p> <p>Dec.</p>	<p>County Administrator's Office, GARE 2016 and 2017 Cohorts</p> <p>County</p>	<p>Racial Equity Action Plan adopted</p> <p>Community partnership list developed</p> <p>% of surveyed employees who are aware of and understand the County's equity initiatives</p> <p># of departments that include an equity initiative in their performance plan</p>	

2018-19 California Coastal Commission Racial Equity Action Plan

Big picture: Our vision is to live in a world where all Californians are healthy, connected to nature, and live in climate-resilient communities where race is not a predictor of access to coastal resources and where all people are treated fairly and equitably.

1. The Coastal Commission is committed to ensuring the staff and agency leaders have an understanding and support equity and environmental justice work.					
Community Indicator (Data to show problem)	Outcomes and Actions/Actions to achieve desired outcome	Timeline	Accountability/Who is responsible	Performance Measure/How to measure if actions are working	Progress report
• Anecdotal data	1) Email to staff with GARE video and FAQs	Fall 2018	GARE team leads	Annual survey	Annual survey
• Anecdotal data	2) Create and administer a racial equity survey to set a baseline of staff understanding of racial equity and annually or bi-annually assess progress in increasing awareness and understanding.	Spring/ Summer 2019	GARE team, HR	Percent of employees who attend racial equity training	Annual survey
• Percentage of staff who has had Racial Equity and EJ training.	3) Provide introductory Racial Equity Training to all employees. Use a "train-the-trainer" model to continue to build internal expertise. Provide Racial Equity Toolkit and unconscious bias training to all managers and supervisors. Provide training on communications and messaging about racial equity to appropriate staff. Video tape training for those unable to attend or future staff. <ul style="list-style-type: none"> <li>GARE 101</li> <li>TED Talks/Facilitated discussions</li> <li>Harvard Bias Assessment/Implicit Association Test</li> <li>Unconscious Bias Training</li> </ul>	2019 and ongoing	GARE team and other trainers identified	Percentage of employees who participate	Annual survey
• Anecdotal data	4) Provide EJ 101 training and training on new EJ Policy	2018 and ongoing	EJ team and sister agencies	Percentage/number of employees trained	Annual survey

Racial Equity Plan Template 2018-19- Page 1

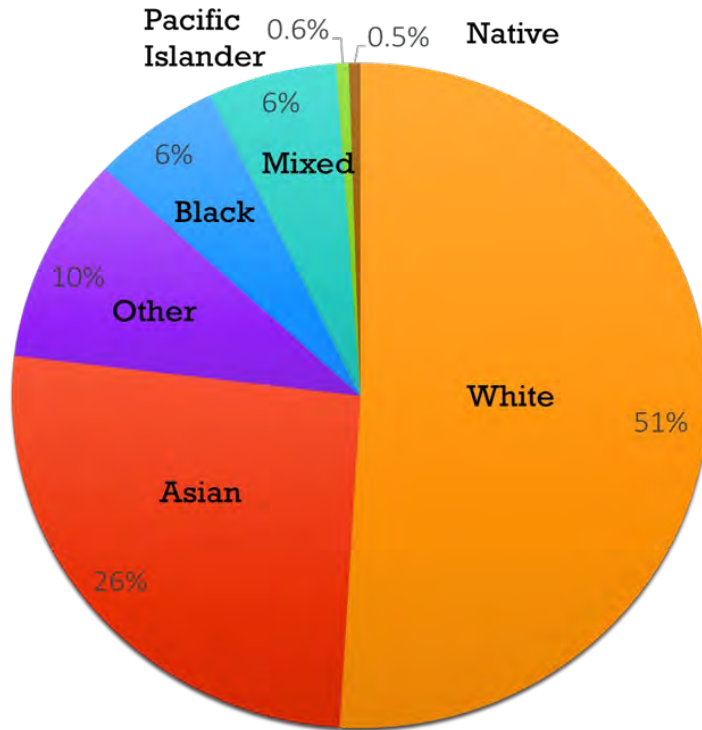
# WHAT WOULD A RACIALLY EQUITABLE BCDC LOOK LIKE?

Staff is interested in...

- Internal and external communications
- Staff diversity through recruitment
- More training and resources
- Internal collaboration
- Partnerships and improved community outreach
- Funding and leadership
- Accountability



# WHAT WOULD A RACIALLY EQUITABLE BCDC LOOK LIKE?



Average of American Community Survey  
1-year estimates from 2014 to 2018

- ✓ Individual staff member interviews
- ✓ Implicit bias training for staff



# STRATEGIC FRAMEWORK

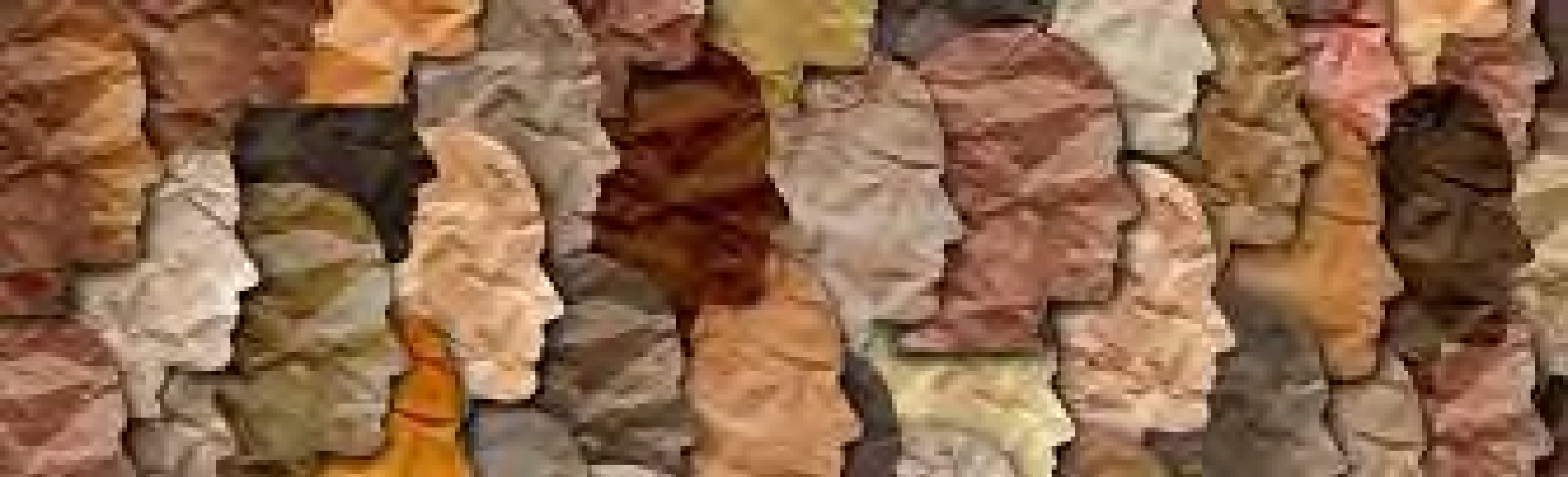
- Objectives
- State Laws and Diversity
- Intersections w/Existing Plans
- Preliminary Strategies
- Strategy Evaluation
- Draft Strategic Framework



# COMING UP...

- Collaborate with EJ Advisors
- Focus on drafting the vision, goals and objectives for the plan
- Organize the public Commission workshop this Summer





# **IMPLICIT BIAS TRAINING SUMMARY**

Online Survey Feedback and Discussion

# IMPLICIT BIAS TRAINING GOALS

November 4, 2021

- Learn more about bias
- Consistent language and shared definitions
- Concept of bias and its effects in a position of power
- Introduce information of different forms of bias that may be more likely to occur in a group decision-making environment
- Prepare for the Racial Equity Action Plan Commissioner Workshop to be held later this year

# INITIAL THOUGHTS AND KEY TAKEAWAYS

- Excellent presentation by the training facilitators World Trust
- Not new information, but framework was different and helpful
- Mixed results of addressing the topic on the Zoom platform
- More time was needed for discussion

# A DEEPER DIVE...

- Understand the Commission's responsibility and opportunity to promote racial equity in our work
- Mindful of addressing public speakers during Commission meetings
- Focus on public access and directly outreach to neighborhoods
- Desire to explore the concept of shame in how we view our work
- Ask ourselves who is not at the table during our discussions and provide better demographic data

# DISCUSSION

- Your priorities for the Racial Equity Action Plan and the upcoming Commissioner workshop
- New awareness of or experiences with implicit bias since the November training
- Questions for each other